

DCE Today

Virginia Department of Correctional Education

Fall 2003

GOVERNOR HONORS CORRECTIONAL EDUCATION VOLUNTEER

DCE volunteer **John Washington** has won the prestigious Governor's Community Service and Volunteerism Award. Mr. Washington volunteers at the Chesterfield Women's Diversion Center as a motivational speaker for female drug offenders working directly with students. Despite his busy schedule, Mr. Washington, owner of Fine Foods Inc. and a pastor at the Bible Church of Christ, manages to visit the facility at least once a month for three to four hours. In a year, his message reaches approximately 100 students. Interestingly, Mr. Washington himself was a client at the diversion center and a DCE student.



Governor Mark Warner gives Volunteer John Washington his award for outstanding volunteer service at Chesterfield Diversion Center.

"Mr. Washington exemplifies the spirit of the Department of Correctional Education. His success demonstrates the potential of our students and the overreaching importance of education in transforming lives," said Superintendent **Walter A. McFarlane**.

CVC Poster 2003:



This year's Combined Virginia Campaign poster was drawn by a student at the Paul S. Blandford High School. The student also devised the campaign theme: Lend A Helping Hand.

"Please embrace this year's CVC Campaign with the same enthusiasm and compassion evident in the heart of the DCE student who created this year's theme," said DCE's CVC Campaign Chairman **Sandra Moss**. "I hope the DCE poster will encourage more agency employees to participate this year. We can show our pride in this young man's efforts by contributing to the campaign." DCE's goal this year is to raise \$20,000.

Inside Information

DCE's Top Charities	Page 2
Kim Hull Scholarship	Page 3
Convocation Scenes	Page 4
Library Book Drive	Page 5
Service Awards	Pages 6-9
ACA Features DCE	Page 9
Academic News	Page 10
C&TE News	Page 11

DCE's CVC Chairman Seeks Your Aid

Dear Fellow DCE Employee,

As we kick-off the Commonwealth of Virginia Campaign here at DCE, I would be pleased if you would join me in applauding the DCE student at Paul S. Blandford High School who came up with the winning 2003 Campaign Theme “Lend a Helping Hand”.

He also created the artwork which is being used statewide to promote the CVC and its efforts to raise funds for the 1,042 charities that are approved to participate in this year’s campaign. I hope this young man will inspire every one of us to give from our hearts to the less fortunate as compassionately as the hands on the poster are reaching out to one another to help make a difference in the lives of so many needy people.

The campaign will run from October 1 to November 30, 2003. The 2002 Commonwealth of Virginia Campaign raised \$3,075,081.00 More than 19,295 state employees contributed to the campaign. The average gift was \$146.39. The success of this campaign is now in your hands.

There are many ways you can contribute to include employees giving of their time, or money through payroll deductions, credit card contributions, donations by cash, check or money order, or gift of stock all of which are tax deductible to the extent allowed by law.

As a society we have an obligation to each other. Take your eyes off yourself and put it on others. Volunteer to help or contribute your money to facilitate those who volunteer their time to help others.

Please donate your time or money to a worthy cause. Be someone’s hero. You can make a difference. Please, “lend a helping hand”.



Sandra Moss

DCE's Favorite Charities

DCE's CVC contributions are as varied as the 1,000-some employees that work for the agency in either full or part-time capacities.

Last year, 177 donors made 270 pledges for a total gift of \$17,774. DCE's average gift, \$100.42, was below the state average \$159.37, but its participation rate, 27 percent, was well above the state average, 19 percent.

“We think we can really improve that participation rate this year,” said CVC Chairman **Sandra Moss**. “Many more DCE people are noticing the campaign this year, just because one of our students drew the campaign poster and devised the theme.”

The favorite charity in terms of number of contributors last year was the **United Negro College Fund**, to which, twelve people contributed. The next in terms of total different contributors was the **Children's Hospital of Richmond**, which accepted eight donations. The largest total DCE pledge in dollars, \$1,651, was made to no specific entity. **Children's Hospital of King's Daughter** received \$1,046. Visit the website at: www.cvc.vipnet.org



Scholarship Honors DCE Employee

The Center for Therapeutic Justice in Williamsburg has created a scholarship in memory of former DCE employee, **Kim Hull**. According to its website, the Center uses the social model approach to improve the criminal justice system and build collaborative efforts among leaders in the correctional community.

Each year the Center holds an annual summit for criminal justice professionals. “The scholarship was

created for ex-offenders to be able to attend from different parts of the country,” explained Morgan Moss, co-director of the Center.

According to the CTJ website, the scholarship, is given “in memory of an extraordinary man who gave so unselfishly of himself to the wounded and confused men and women whose lives seemed hopelessly entangled and marginalized as they struggled to prepare to re-enter society after

being released from prison. Kim’s respect of the *possibility of success* for people who had given up on themselves offered incarcerated men and women the chance to achieve dignity and self worth through the Department of Correctional Education programs which he supervised throughout the Commonwealth of Virginia.”

Visit the CTJ website at: www.therapeuticjustice.com

Staff Development Week: Early Registration Deadline

DCE’s next Staff Development Week will be held **December 1st to 5th**. Planning has begun for this event with new topics and presenters. Activities will include something for everyone, from teachers to support staff. Be prepared to register early. Registrations are processed on a first come, first served basis.

Staff Development Week starts the Monday after our two day Thanksgiving break. This will cause **registration to cut off earlier than normal**.

August Staff Development concluded with 284 individuals attending at least one session. This represents 45 percent of DCE. Also during the week, VACE held its conference in Williamsburg.



Woodworks Etc. More than wood. Roger Gooding has taken his Floor Covering Class at Coffeewood to a new level. His imaginative use of carving and binding carpets has resulted in a variety of colorful and interesting carpets that he plans to sell at the annual display of vocational class products which **opens Monday, November 3** at noon in the James Monroe Building.

The show **runs through Friday, November 7** and will feature varied items such as bird baths, stuffed pillows, weather vanes, children’s toys, plants, crab pots sheet and, last but not least, woodworks!

DON'T FORGET:

Fall 2003 Flex Reimbursement Accounts Short Plan Year, effective January 1, 2004.
Open Enrollment is October 20 Through November 21, 2003

Convocation Scenes 2003



Keynote Dr. James Narduzzi, center, of the University of Richmond's School of Continuing Studies served as the keynote speaker for DCE's annual convocation. In his address, he reminded his audience that learning is a lifelong process. Pictured left is **James Davis**, Deputy Superintendent and Assistant to the Superintendent, and right, **Walter A. McFarlane**, Superintendent.



All Together Now. This quartet made some beautiful music.



Star Power. These convocation participants aimed high.



Don't Fight the Funk. An appreciative audience enjoyed the musical stylings of Culpeper's Cedar Mountain Band.



Five on One. Teamwork ruled as these five gentlemen took on a single convocation activity. Attendees described this year's event in various ways, but especially unique, effective and enjoyable.



Check Us Out! DCE gets the marquee treatment for a day.

Comings and Goings: DCE People on the Move

Several DCE employees have recently retired including:

Les Donaldson

Powhatan Correctional Center, 1/1/2004,
Years of State Service: 32 years, 1 month

Frances Gwathmey

Addison-Perkins High School
1/1/2004, 34 years, 1 month



E. Florence Powers recently joined DCE's Human Resources Division as a personnel specialist for the adult schools.

Charles McCollum

Southampton Correctional Center
12/1/2003, 29 years, 1 month

Fred Shira

Augusta Correctional Center
11/1/2003, 12 years, 9 months

Tyrone Wilkens

John H. Smyth High School
9/1/2003 13 years, 5 months

UMW of Reville Church Book Drive Benefits Southampton Correctional Center

The United Methodist Women of Reville Church in Richmond have donated more than 100 books to the library at Southampton Correctional Center.

The Richmond church, working under the auspices of its Outreach Ministry, has collected nearly \$2,000 in books, almost all current titles suggested by Southampton Librarian **Teresa Weaver**.

Her list includes a rather wide range of titles including fiction, self-help and African history.

"Everybody at the church as been wonderful," said **Donna Kessel**, the Reville Women's social action coordinator.

"I have not had anybody say, 'No.' The more I talk to people, the more enthusiastic they become. I don't think a lot of people realized this type of opportunity existed. They have just embraced this project."

"I have just been overwhelmed by their generosity," said Ms. Weaver. "When I sent them my wish list

in the summer, I had no idea they would come through in this manner. I am certainly impressed by their enthusiasm and passion for this project. When a large church takes on a project like this, it can really make a difference."

Ms. Kessel plans to deliver the books to the prison shortly before Thanksgiving.

The group is now examining other ways to contribute to prison libraries and transition services.

DCE's Volunteer Program Shines in FY 2003

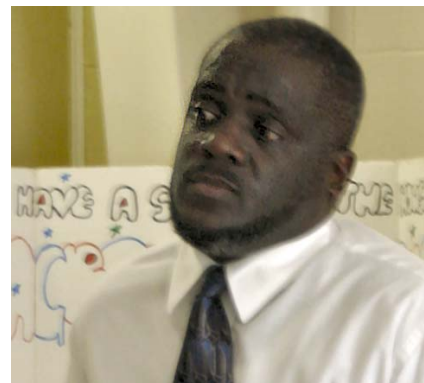
For the year, DCE volunteer programs brought an estimated total value of \$414,115.78 to the agency as an estimated 591 volunteers performed about 6,618.92 hours of service valued at \$130,856.04.

Additionally, DCE received an estimated \$283,259.74 in donations. Fluvanna Correctional Center for Women had the most total volunteers with 108. Lunenburg Correctional Center logged the most volunteer hours of any school with 1,757.

Donations to Coffeewood Correctional Center for the year, \$112,169.93, made it the agency leader in donations.

Coffeewood was also the leader in total program value with \$112,189.70.

"We are very pleased," said Volunteer Manager **Jenee Tucker**. "DCE has always had a strong volunteer program, and it continues to enhance the agency in new and better ways. This next year is going to be very exciting."



DCE volunteer **John Washington**, won the 2003 Governor's Community Service and Volunteerism Award for his work at Chesterfield Diversion Center. He was one of two people honored for their individual efforts. See related story on Page 1.

2003 Service Awards

Five Years

Sid N. Bahrami	Info Technology Specialist I	Central Office
Frances L. Brown	Admin and Office Spec II	Central Office
Denise W. Brown	Trainer Instructor II	VCCW
Frederick S. Bryant	Trainer Instructor II	Blandford
Angela A. Cantrell	Trainer Instructor II	Coffeewood
Winston L. Cheatham	Trainer Instructor II	Greenville
Susan M. Clair	Trainer Instructor II	Central Office
Cynthia J. Coley	Trainer Instructor II	Mastin
Elizabeth Cox	Admin and Office Spec II	Blandford
Jennifer M. Crandall	Trainer Instructor II	Haynesville
Nancy I. Craven	Admin and Office Spec III	Lunenburg
Alphonso R. Crittendon	Trainer Instructor II	Blandford
Bonnie S. Cutright	Trainer Instructor II	Fluvanna
Bradly G. Dalton	Trainer Instructor II	Greenville
Donald J. Danielson	Trainer Instructor II	Nottoway
Neal T. Davis	Trainer Instructor II	Greenville
Cheryl Y. Deloatch-Frierson	Trainer Instructor I	Addison-Perkins
Lenora L. Dinunzi	Trainer Instructor I	Mastin
Loretta C. Felgentreu	Admin and Office Spec III	Greenville
Clarence W. Freeman	Trainer Instructor II	Thunder Ridge
Frederick M. Geissler	Trainer Instructor II	Fluvanna
Terrence M. Hackett	Trainer Instructor II	Blandford
Linda F. Hampton-Studivant	Trainer Instructor I	Central Office
Randall C. Harris	Trainer Instructor II	Augusta
Charles W. Hedrick	Trainer Instructor II	Smyth
Patricia N. Hensley	Admin and Office Spec III	Nottoway
Eric A. Hitchcock	Trainer Instructor II	Blandford
Augusta J. Hite	Trainer Instructor II	Blandford
Bradley S. Jett	Trainer Instructor II	Red Onion
Katherine S. Joyner	Trainer Instructor II	Sussex
Arlonda S. Keaton	Admin and Office Spec III	Addison-Perkins
Sheila W. Kelley	Trainer Instructor II	Crockford
Laura A. Lee	Trainer Instructor II	Addison-Perkins
Lesley D. Lindblad	Trainer Instructor II	Smyth
John A. Mazuch	Trainer Instructor II	Coffeewood
Colleen T. McCabe	Education Coordinator I	Central Office
Evelyn F. McGowens	Trainer Instructor I	Blandford
Henry J. Millward, Jr.	Education Administrator III	Mastin
Gregory E. Mullins	Trainer Instructor II	Blandford
Anne B. Newton	Trainer Instructor II	Fluvanna
Roger D. Nichols	Trainer Instructor II	St. Brides
Victorino Nieves	Trainer Instructor II	Indian Creek
Gail B. Novak	Trainer Instructor II	Fluvanna
David J. O'Brien	Trainer Instructor II	Blandford
Anthony W. O'Quinn	Trainer Instructor II	Red Onion
Richard E. Pittman	Trainer Instructor II	Smyth
Rowena C. Poythress-Callis	Education Administrator II	Addison-Perkins
Angel Randall	Trainer Instructor II	St. Brides
Diana L. Sayers	Trainer Instructor II	Addison-Perkins

Five Years (Continued)

Thomas G. Slippy	Trainer Instructor II	Greenville
Tina Spradling	Trainer Instructor II	Keen Mountain
Calvin E. Stansbury	Trainer Instructor II	VCCW
Shirley A. Taylor-Davis	Trainer Instructor I	Cedar Mountain
Aina O. Taylor-Faleti	Trainer Instructor I	Central Office
Cynthia B. Teasley	Admin and Office Spec II	Blandford
Arthur J. Thorne	Trainer Instructor II	Sussex
David E. Turner, Jr.	Trainer Instructor II	Sussex
Tonya M. Vaughan	Human Resource Analyst I	Central Office
Joan M. Walz	Trainer Instructor II	Brunswick
Kimberly W. Weaver	Admin and Office Spec III	Sussex
Louis N. Westbrook, Jr.	Trainer Instructor I	Smyth
M. Patrick Wilson	General Admin Manager I	Central Office
Thelma M. Wyatt	Trainer Instructor II	Sussex
Ulysses G. Wynn	Trainer Instructor II	Addison-Perkins

10 Years

Linda B. Audet	Trainer Instructor II	Stafford
Anthony L. Brown	Trainer Instructor I	Blandford
Martin D. Burch	Trainer Instructor II	Mastin
Reta Camp	Admin and Office Spec III	Central Office
Hollis A. Carter	Trainer Instructor II	Haynesville
Donald E. Goddard	Trainer Instructor II	Blandford
Patrice R. Johnson	Human Resource Analyst II	Central Office
Ollie V. Lewis, III	Trainer Instructor II	Blandford
Gail W. Marx	Admin and Office Spec III	Lunenburg
Johnny Mickens, III	Education Administrator II	Smyth
Sharon L. Mueller	Trainer Instructor II	Augusta
Linda L. Vaughan	Admin And Office Spec III	James River
Joseph A. Wheeler	Trainer Instructor II	Thunder Ridge

15 Years

Angela D. Bolling	Trainer Instructor II	RDC
Billy L. Clarke	Trainer Instructor II	Mecklenburg
Robert D. Davisson	Trainer Instructor II	Thunder Ridge
Murray S. Ellison	Education Administrator II	Central Office
Roland T. Floyd	Trainer Instructor II	Brunswick
Cheryl A. Henderson	Trainer Instructor II	Marion
David H. Hunt	Education Administrator II	Sussex
Karen Johnson	Admin and Office Spec III	Central Office
Faye S. Johnson	Trainer Instructor II	Dillwyn
Terry A. Jones	Trainer Instructor II	Mastin
Barbara S. Lee	Procurement Officer I	Central Office
Gertrude A. Mason	Admin and Office Spec III	Southampton
William M. Parrish	Trainer Instructor II	Thunder Ridge
Christine Pearson	Trainer Instructor II	Crockford
Bryan R. Phillips	Education Administrator II	Greenville
Mary C. Stoner	Admin and Office Spec II	Thunder Ridge

15 Years (Continued)

Eunice S. Thomas	Admin and Office Spec III	Fluvanna
Mark C. Tward	Trainer Instructor II	Indian Creek
Douglyne C. Wallace	Trainer Instructor II	Mastin
Jacqueline Washington-Porter	Trainer Instructor I	Crockford
Merton A. Williams, Jr.	Trainer Instructor I	Mastin

20 Years

Gay L. Clary	Trainer Instructor II	Brunswick
Charlie Crawley	Trainer Instructor II	Mecklenburg
Richard C. Dillahunt, Sr.	Trainer Instructor II	Mastin
James T. Gray, Jr.	Trainer Instructor II	Southampton
Doris S. Henry	Trainer Instructor II	Thunder Ridge
Michael D. Holson	Trainer Instructor II	Fluvanna
Richard H. Meador	Trainer Instructor II	Smyth
Janine L. Miller	Trainer Instructor II	Harrisonburg
Danny Morton	Trainer Instructor II	Powhatan
John T. Pastors	Trainer Instructor II	Augusta
Dennis G. Poole	Info Technology Specialist II	Central Office
Jackie G. Price	Trainer Instructor II	Buckingham
Dale K. Smith	Trainer Instructor II	Botetourt
Phyllis A. Wilbur	Education Administrator III	Coffeewood
Kris K. Williams	Trainer Instructor II	Smyth

25 Years

Janice V. Binford	Admin and Office Spec III	Blandford
Michael E. Bolling	Trainer Instructor I	Blandford
Ray M. Cooper	Trainer Instructor II	Southampton
Pamela E. Cousins	Trainer Instructor II	Powhatan
Pinky M. Funn	Admin and Office Spec III	Deep Meadow
Chester M. Hines	Trainer Instructor II	Blandford
Stephen W. Holden, III	Education Administrator III	Nottoway
Brenda F. McCoy	Finance Services Spec I	Central Office
Thomas E. Scott, Sr.	Library Specialist I	Greensville
William J. Smith	Trainer Instructor II	Crockford
Delores A. Taylor	Trainer Instructor II	VCCW

30 Years

Edward R. Burge, Jr.	Trainer Instructor II	Brunswick
Vernessa G. Dabney	Admin and Office Spec III	Central Office
Leon P. Hunt	Trainer Instructor II	Thunder Ridge
Jesse J. Jones, Jr.	Education Administrator II	Blandford
La Dell L. Rollins	Admin and Office Spec III	Smyth
William S. Scott	Trainer Instructor II	Deep Meadow



John W. Ausbon, Principal of Greenville Correctional Center, and **Rex D. Marlowe**, Academic Instructor at Southampton Correctional Center, receive recognition for serving the Commonwealth of Virginia for more than 35 years. Not pictured is **Richard A. Hayes**, Instructor at James River Correctional Center.

35 Years

John W. Ausbon
Richard A. Hayes
Rex D. Marlowe

Education Administrator III
Trainer Instructor II
Trainer Instructor II

Greenville
James River
Southampton

DCE's Distance Learning Efforts Presented to the American Correctional Association

Susan M. Clair, Director of Instructional Technology, recently presented at the American Correctional Education conference in Nashville. Ms. Clair gave a presentation on "The Technology

McFarlane. Mr. McFarlane noted: "I attended the Annual ACA Conference where I was fortunate to be the moderator on a panel concerning education. Susan Clair represented DCE and put on

advanced placement courses offered through the Virginia Satellite Education Network at Paul S. Blandford High School, Beaumont Juvenile Correctional Center. Ms. Clair discussed Blandford's success in terms of the improvement in student academic success, improvement in student behavior and self-esteem, preparation for the future, and the role of excellent teaching and mentoring of students taking these challenging courses. Advanced placement courses and foreign language courses have also been offered at Joseph T. Mastin High School, Bon Air Juvenile Correctional Center and has met with similar success. The VSEN course offerings have now been extended to the J.H. Smyth High School at Hanover Juvenile Correctional Center for the first time this year.



of Teaching: New Techniques in Correctional Education." The ACA presentation was moderated by DCE superintendent, **Walter A.**

an outstanding presentation for which we should all be proud." Ms. Clair's presentation highlighted the success of DCE students taking

From the Academic Department

Submitted by

Dr. Colleen McCabe

In accordance with NCLB 2001, **Dr. Fannie Page** has scheduled credit bearing courses for DCE Instructional Assistants. These courses will cover a variety of topics and concepts through which IAs will meet the requirements to attain “highly qualified paraprofessional” status. The classes for *Introduction to Special Education*, began on the evening of September 15 and will continue through November 26, 2003. Linked to other efforts to improve student achievement is the continued work with varied outside consultants. Part of DCE’s overall School Reform programs, our Middle and High Schools have benefited from such notables as **Dr. Daisy Reed** and **Dr. Ellen Woodruff**, who taught a course through VCU entitled “Instructional Strategies for the Classroom Teacher.” **Skip Ledbetter**, expert in the Marzano Model, also serves as a consultant

for several of our schools. Additional in-service training for writing strategies is presently in the planning stage.

Curriculum

A team of various DCE teachers and administrators has begun writing DCE’s Health and Physical Education curriculum. This group is currently reviewing textbooks and supplemental materials for adoption in accordance with Department of Education requirements.

Blandford Adult Continuing Education (BACE) Program

Funded by the Federal Grant for the Class Size Reduction Program, Blandford’s BACE program begins this year with renewed spirit. Geared for students who wish to complete their GEDs, this program allows the BACE students to concentrate on what concepts must be mastered in order to ensure GED success.

It also allows rescheduling of students out of SOL content area

classes, and thus allows teachers to zero-in on students’ general and individual needs.

Ms. Atkins and **Ms. Cunningham** are teaching the skills DCE students need for academic success.

Instructional Emphasis

Implementation of successful instructional strategies is this year’s major focus for the Director of Curriculum & Instruction, **Dr. Colleen McCabe**.

She plans to visit school sites more frequently in order to share successful instructional strategies through workshops and individual classroom visits. Teachers who attend staff development activities, or take credit bearing courses that are funded by DCE, develop implementation plans for their classrooms. Through her classroom observations, Dr. McCabe is able to offer suggestions to teachers, and share their exemplar lessons with other sites’ instructors.

VSBA Governor’s Conference



In July, Virginia School Board Association conference participants learned from **Dr. Patricia Blair**, Director of Academic Programs, why DCE has one of the best GED programs in Virginia: Inquiry-based learning.

This approach involves becoming familiar with all aspects of the problem; planning, assigning, and performing tasks related to finding the answer or solution. Learning under this approach, DCE students have achieved a 75 percent pass rate. Board Clerk **Patricia Ennis**, seated, assists an attendee at the DCE display.

From the Career & Technology Department

Submitted by
Wayne Bennett

C&TE programs are sponsoring an effort to increase mentoring for youth students utilizing Perkins' funds to cover the cost of recruiting and training the mentors. This is a collaborative effort involving the **Virginia Mentoring Partnership**, DJJ, and several DCE staff. We have met with the administrators at Mastin High School to begin the planning, and hope to have an open house in early December.

Research Efforts:

Virginia Tech is beginning the first large-scale analysis of adult inmates release over a multiple-year period. This effort will track

about 25,000 adult inmates using tax records, Department of Motor Vehicle records, and State Council for Higher Education in Virginia records to compare and contrast the success of students and non-students. The target date to have preliminary results is June 2004.

Grants:

DJJ has received a substantial grant from the **Department of Labor** to provide additional programs and transition services for juveniles who are incarcerated, but not enrolled in school (already have a GED, high school diploma, or above the compulsory attendance age). This grant will provide a new barbering program and two instructors, provide for a second (evening shift printing

instructor, and also include an electricity teacher). These new programs will be offered to students on both sides of the campus. Funds will also provide additional security and workforce coordinator positions to assist in finding employment for students leaving the facility.

DCE will receive \$404,015 for the Workplace and Community Transition Training for Incarcerated Youth Offenders Grant. These funds provide for books, instructional materials, and tuition for incarcerated young adults who qualify. This is the third year of this grant, which helps to fill the void left when Pell grants were made ineligible for inmates.



Camp Cobra Successful

John H. Smyth High School students at Hanover Juvenile Correctional Center learn map reading from **Colonel Timothy Gilbert**, left. The activities this summer were part of the Smyth School's annual JROTC Camp Cobra. The three-day camp is designed to give participants military training that emphasizes citizenship and leadership. Inspectors gave Smyth High School's JROTC a 99.9 percent passing rate.

Contribute to DCE Today

Something great happening at your school? Contact **Win Sisson** and let everybody know! Story ideas, pictures and written submissions for the Winter Edition of DCE Today are being accepted now. Please email gwsisson@dce.state.va.us or call, (804) 786-3379. Remember, certain photographs require signed releases before DCE can use them in its newsletter or on the World Wide Web.

DCE Today

A public information service of the

Virginia Department of Correctional Education
James Monroe Building, 7th Floor
101 North 14th Street
Richmond, Virginia 23219-3678

Walter A. McFarlane, Superintendent

Win Sisson

Content and Design

www.dce.state.va.us

Virginia Department of Correctional Education
James Monroe Building, 7th Floor
101 North 14th Street
Richmond, Virginia 23219-3678

The Virginia Department of Correctional Education

DCE Today



Upcoming Events:

Wood Etc. November 3, 2003
St. Brides CC Graduation November 14, 2003
Indian Creek CC Graduation November 21, 2003
Open Enrollment for FRA Short Plan Year..... Ends November 21, 2003
Last day to contribute to CVC..... November 30, 2003
Expressions February 2-4, 2004

Printed Courtesy of:



DCE Print School
Powhatan Correctional Center
State Farm, Virginia 23160